



EUROPEAN
NURSE

DIRECTORS
ASSOCIATION

ENDA - CODE OF ETHICS

Brussels, 18th April 2024 @17:00 PM





INTRODUCTION

This European Nurse Directors Association (ENDA) Code of Ethics offers a platform for reflection for nurse directors¹ and competent authorities and researchers, based on ethical principles and values.

This Code of Ethics aims to provide a foundation for discussing policies that align and increase awareness of ethical standards and professional practices among nurse directors across the enlarged European region.

Patient satisfaction and safety, human rights, and public protection can only be achieved through a common understanding of European nurse directors' values.

ENDA encourages nursing associations and institutions of European countries to develop their own codes of ethics according to their context based on principles outlined in this Code of Ethics.

[1] Nurse directors refers as well to nurse leaders and managers

ETHICAL BASIS

Nurse directors¹

- ♦ place equality and human rights at the center of all their behavior and actions,
- ♦ demonstrate, uphold, and prove ethical and professional values,
- ♦ act with personal integrity, courtesy, honesty, trust, and mutual respect,
- ♦ create a culture of personal responsibility and professional accountability,
- ♦ challenge any form of discrimination.

COMPETENCE AND LIFELONG LEARNING

Nurse directors¹

- ♦ take the lead with competence and commitment to achieve excellence,
- ♦ strive to achieve a healthy and sustainable work environment,
- ♦ support health promoting activities and development,
- ♦ create conditions to enable core professional values and identity,
- ♦ prioritize cultural awareness and sensitivity,
- ♦ support mentorship, nursing practice development and leadership at all levels,
- ♦ ensure research activity is promoted.

QUALITY AND SAFETY

Nurse Directors¹

- advocate a culture of continuous quality improvement and risk management,
- emphasize proactive measures to enhance safety and care standards,
- prioritize patient safety by implementing evidence-based guidelines,
- collaborate within multidisciplinary teams,
- foster an environment to support safety culture,
- monitor quality indicators and patient outcomes,
- harness data to drive decision-making and policy development,
- advocate patient empowerment and engagement.

[1] Nurse Directors refers as well to nurse leaders and managers

SAFE STAFFING

Nurse Directors¹

- make sure there are safe nurse staffing levels and right skill-mix,
- promote staff engagement to remain skilled and competent in their roles,
- ensure that employees are safe to practice,
- foster professional, career and personal development,
- empower nurses to take part in clinical governance and development of policies.

COMMUNICATION

Nurse directors¹

- enable staff to develop effective communication skills,
- foster an environment of transparency and open communication,
- ensure that the information provided is understandable and meets required needs,
- uphold the confidentiality of personal information,
- ensure the respect of patients' rights,
- disclose confidential personal information only when mandated by the laws of the country in which they practice.

MULTIPROFESSIONAL COLLABORATION

Nurse Directors¹

- foster networks and collaboration between health and social care teams and multi-sectorial organizations are an active part in challenging situations and support resolutions through dialogue and actions,
- promote relationships and collaboration with professional and regulatory organizations.

[1] Nurse Directors refers as well to nurse leaders and managers



THE CODE'S BASIC VALUES AND ETHICAL PRINCIPLES

Care and enhance the reputation and esteem of the profession, ensuring it is consistently recognized and respected for its integrity, excellence, and contribution to the field.

Nurse directors¹

- ♦ upholds the highest moral and ethical values,
- ♦ accepts personal responsibility, recognizes personal strengths and limitations,
- ♦ is committed to and honor equal rights and dignity,
- ♦ upholds and fosters principles of truth-telling and honesty,
- ♦ upholds principles of justice, fairness and to challenge injustice,
- ♦ foster principles of individual freedom.

This Code of ethics is intended to evolve over time and be updated every five years.

It is published on the ENDA website: <http://www.enda-europe.com/en/>

The European Nurse Directors Association's Code of Ethics and Conduct

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